

JAMES J. SHERMAN

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Present Occupation: Arbitrator & Mediator

Business Address:

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PROFESSIONAL AFFILIATIONS: • National Academy of Arbitrators (Member since 1972; President 2001-2002; Vice President, Board of Governors) • American Arbitration Association (Member) • Industrial Relations Research Association (Central Florida Chapter), International Society for Labor Law

EDUCATION

Ph.D. State University of New York in Buffalo, 1967

J. D. University of Buffalo 1952

B.S. Canisius College 1949

ARBITRATION & LABOR RELATIONS EXPERIENCE:

- 1967 - Present: Private practice as an arbitrator, mediator, fact finder, and hearing officer in the resolution of labor-management disputes in the public and private sectors.

- 1952-58: Vice President of Labor Relations, Bell Aerosystems. Buffalo, NY.

1958-67 Private practice of Law, Labor Law Specialist, Buffalo, NY.

- 1967-94 Professor of Labor Relations, University of South Florida, Tampa, FL

INDUSTRIES: • Aerospace • Airlines • Agriculture • Automotive • Bakery • Beverage • Broadcasting • Cement • Chemicals • Communications • Construction • Education • Electronics • Entertainment/Arts • Food (Manufacturing/Processing/Service) • Furniture • Grain Mill • Health Care • Hotels/Motels/ Casinos/Resorts • Hospitals/Nursing Home • Maritime • Meat Packing • Mining • Office Workers/ Clerical • Organizations • Petroleum/Petrochemicals • Plumbing • Police and Fire • Printing and Publishing • Prison Guard • Railroads • Refrigeration/HVAC • Restaurants • Retail Stores • Rubber/Tire • Transportation • Trucking and Storage • Utilities • Warehousing (Total Exceeds 4000 cases)

ISSUES: • Affirmative Action • Absenteeism • Arbitrability • Bargaining Unit Work • Conduct (Off-Duty/Personal) • Demotion • Discipline (Non-Discharge) • Discipline (Discharge) • Discrimination (Age, Disability, Race, Sex, Religion, National Origin) • Drug/Alcohol Offenses • Fringe Benefits (Bonus, Holidays, Insurance, Leave, Vacation) • Grievance Mediation • Health/Hospitalization • Hiring Practices • Job Performance • Job Posting/Bidding • Layoffs/Bumping/Recall • Management Rights • Past Practices • Pension and Welfare Plans • Promotion • Retirement • Safety/Health Conditions • Seniority • Sexual Harassment • Strikes • Work Stoppages • Slowdowns • Subcontracting/Contracting Out • Tenure/Reappointment • Union Security • Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay) • Work Hours/Schedules/Assignments • Working Conditions/Work Orders • Violence or Threats

PERMANENT PANELS: • American Air Lines & ALPA, Pinellas County School Systems & PCTA, Georgia Pacific & UPIU, Veterans Administration and AFGE, Phillip Morris and IAM, Social Security Adm. and AFGE, ATT & CWA, Bell South & CWA, Pratt Whitney and IAM, Broward County Sheriff's Office & Federation of Public Emp of FL, State of Florida and AFSCME, Regional Hospitals & UMW, Un of Minn & Professional Personnel Assoc. (Not a complete list)

ARBITRATION ROSTERS: • American Arbitration Association • Special Master, State of Florida, National Mediation Board

PUBLISHED CASES: Arbitrator has not submitted awards for publication since 1980.

FEES:

Per Diem Fees: Grievance Arbitration: \$700.00

Mediation, Interest Arbitration, & Fact Finding: \$700.00.

A full per diem fee will be charged for each full or partial day of hearing; time required for study and award preparation will be prorated.

Cancellation Policy: A full per diem fee will be charged for each day canceled, continued, or postponed by any party less than three weeks (21 calendar days) prior to each scheduled hearing date. .

Travel Expenses: Actual expenses, including, air fare (lowest fully refundable fare available for convenient flights at time of purchase), car rental, cab fare, mileage @ 50¢ per mile for use of my personal vehicle, tolls, parking (including airport parking), & lodging. Meals not charged to parties.

Travel Time: Travel that is necessary on days other than scheduled hearing dates (e.g., due to location and/or starting time) will be billed on a prorated per diem basis. Travel exceeding three hours one way on a scheduled hearing date may be billed on a prorated per diem basis.